B.   **AMENDMENTS TO THE CLAIMS**

1.   (Currently Amended) A method of reviewing resource
     reduction decisions, said method comprising:
     receiving a skill group identifier;
     retrieving data records for a plurality of employees,
          wherein each data record includes the skill group
          identifier and an evaluation;
     comparing the retrieved data records based upon the
          corresponding evaluations; [[and]]
     identifying one or more surplus employees based upon the
          comparisons[[.]]<u>;</u>
     <u>analyzing a selected evaluation prior to the comparing;</u>
     <u>disagreeing with the selected evaluation; and</u>
     <u>sending a rework request to a creator of the selected</u>
          <u>evaluation in response to disagreeing with the</u>
          <u>selected evaluation.</u>

2.   (Currently Amended) The method as described in claim 1
     wherein the comparing further comprises:
     sorting the retrieved data records based on the
          corresponding evaluations<u>, the sorting resulting in a</u>
          <u>list of sorted data records with a high end and a low</u>
          <u>end</u>;
     retrieving a surplus percentage corresponding to the skill
          group identifier;
     multiplying the surplus percentage by the number of
          retrieved data records creating a surplus number; and
     selecting the surplus number of employees from the ~~lower~~
          <u>low</u> end of the <u>list of</u> sorted data records.

3.   (Cancelled)

4.   (Currently Amended) The method as described in claim [[3]]
      1 wherein the analyzing further comprises:
      identifying the selected evaluation as a low skill
          evaluation; and
      checking whether the employee's data record includes one or
          more positive employment factors, wherein at least one
          of the positive employment factors is selected from
          the group consisting of a top contributor indicator, a
          stock option award, a significant salary increase, a
          critical skill identifier, and a promotion identifier.

5.   (Original) The method as described in claim 1 further
      comprising:
      analyzing the identified surplus employees, wherein the
          analyzing includes:
      assessing the surplus employees' data records with one
          or more corporate surplus guidelines;
      assessing each of the surplus employees' evaluations
          to other employee evaluations having the same
          skill group; and
      rejecting one or more of the surplus employee
          identifications based upon one of the
          assessments.

6.   (Original) The method as described in claim 1 further
      comprising:
      reviewing each of the surplus employees' data records using
          one or more applicable laws;
      determining an additional compensation amount for one or
          more of the surplus employees based on the applicable
          laws; and

adding the additional compensation to a severance amount
corresponding to the surplus employees.

7.   (Original) The method as described in claim 1 further
comprising:
comparing the surplus employees' data records with data
records corresponding to non-surplus employees;
creating one or more statistical analyses based on the
comparison, wherein the statistical analyses include
one or more protected employment factors;
assessing the statistical analyses using one or more
applicable laws; and
modifying the group of identified surplus employees based
on the assessment.

8.   (Currently Amended) An information handling system
comprising:
one or more processors;
a memory accessible by the processors;
one or more nonvolatile storage devices accessible by the
processors;
an employee resource review tool to review employee
reductions, the employee resource review tool
including:
means for receiving a skill group identifier;
means for retrieving data records for a plurality of
employees, wherein each data record includes the
skill group identifier and an evaluation;
means for comparing the retrieved data records based
upon the corresponding evaluations; [[and]]
means for identifying one or more surplus employees
based upon the comparisons[[.]]_;_

> means for analyzing a selected evaluation prior to the comparing;
>
> means for disagreeing with the selected evaluation; and
>
> means for sending a rework request to a creator of the selected evaluation in response to disagreeing with the selected evaluation.

9. (Currently Amended) The information handling system as described in claim 8 wherein the means for comparing further comprises:

    means for sorting the retrieved data records based on the corresponding evaluations, the sorting resulting in a list of sorted data records with a high end and a low end;

    means for retrieving a surplus percentage corresponding to the skill group identifier;

    means for multiplying the surplus percentage by the number of retrieved data records creating a surplus number; and

    means for selecting the surplus number of employees from the ~~lower~~ low end of the list of sorted data records.

10. (Cancelled)

11. (Currently Amended) The information handling system as described in claim [[10]] 8 wherein the means for analyzing further comprises:

    means for identifying the selected evaluation as a low skill evaluation;

    means for checking whether the employee's data record includes one or more positive employment factors,

wherein at least one of the positive employment
factors is selected from the group consisting of a top
contributor indicator, a stock option award, a
significant salary increase, a critical skill
identifier, and a promotion identifier.

12. (Original) The information handling system as described in
claim 8 further comprising:
means for analyzing the identified surplus employees,
    wherein the analyzing includes:
means for assessing the surplus employees' data records
    with one or more corporate surplus guidelines;
means for assessing each of the surplus employees'
    evaluations to other employee evaluations having the
    same skill group; and
means for rejecting one or more of the surplus employee
    identifications based upon one of the assessments.

13. (Original) The information handling system as described in
claim 8 further comprising:
means for comparing the surplus employees' data records
    with data records corresponding to non-surplus
    employees;
means for creating one or more statistical analyses based
    on the comparison, wherein the statistical analyses
    include one or more protected employment factors;
means for assessing the statistical analyses using one or
    more applicable laws; and
means for modifying the group of identified surplus
    employees based on the assessment.

14. (Currently Amended) A computer program product stored in a computer operable media for reviewing resource reduction decisions, said computer program product comprising:

means for receiving a skill group identifier;

means for retrieving data records for a plurality of employees, wherein each data record includes the skill group identifier and an evaluation;

means for comparing the retrieved data records based upon the corresponding evaluations; [[and]]

means for identifying one or more surplus employees based upon the comparisons[[.]]__;__

means for analyzing a selected evaluation prior to the comparing;

means for disagreeing with the selected evaluation; and

means for sending a rework request to a creator of the selected evaluation in response to disagreeing with the selected evaluation.

15. (Currently Amended) The computer program product as described in claim 14 wherein the means for comparing further comprises:

means for sorting the retrieved data records based on the corresponding evaluations, the sorting resulting in a list of sorted data records with a high end and a low end;

means for retrieving a surplus percentage corresponding to the skill group identifier;

means for multiplying the surplus percentage by the number of retrieved data records creating a surplus number; and

means for selecting the surplus number of employees from
the ~~lower~~ low end of the <u>list of</u> sorted data records.

16. (Cancelled)

17. (Currently Amended) The computer program product as
described in claim [[16]] 14 wherein the means for
analyzing further comprises:
means for identifying the <u>selected</u> evaluation as a low
skill evaluation; and
means for checking whether the employee's data record
includes one or more positive employment factors,
wherein at least one of the positive employment
factors is selected from the group consisting of a top
contributor indicator, a stock option award, a
significant salary increase, a critical skill
identifier, and a promotion identifier.

18. (Original) The computer program product as described in
claim 14 further comprising:
means for analyzing the identified surplus employees,
wherein the analyzing includes:
means for assessing the surplus employees' data records
with one or more corporate surplus guidelines;
means for assessing each of the surplus employees'
evaluations to other employee evaluations having the
same skill group; and
means for rejecting one or more of the surplus employee
identifications based upon one of the assessments.

19. (Original) The computer program product as described in
claim 14 further comprising:

means for reviewing each of the surplus employees' data
    records using one or more applicable laws;

means for determining an additional compensation amount for
    one or more of the surplus employees based on the
    applicable laws; and

means for adding the additional compensation to a severance
    amount corresponding to the surplus employees.

20. (Original) The computer program product as described in
claim 14 further comprising:

means for comparing the surplus employees' data records
    with data records corresponding to non-surplus
    employees;

means for creating one or more statistical analyses based
    on the comparison, wherein the statistical analyses
    include one or more protected employment factors;

means for assessing the statistical analyses using one or
    more applicable laws; and

means for modifying the group of identified surplus
    employees based on the assessment.